

Climate and environment policy

Towards net-zero climate impact

Vimian Group and its segments Nextmune, Movora, VetFamily and Indical Bioscience

Revision: 01

Date of approval: 2022-11-15

vimianTM

Introduction

- / Vimian Group AB (publ) and its subsidiaries, including all subsidiaries belonging to the segments Nextmune, Movora, VetFamily and Indical Bioscience collectively (“Vimian”) are committed to transition towards a net-zero climate impact company across the value chain and empower our customers with solutions to do the same.
- / The purpose of this Climate and environment policy is to establish a clear statement that outlines our ambition and commitments to manage the climate and environmental effects of our operations and value chain.
- / This policy guides Vimian’s ways of working to reduce negative impacts on the planet including greenhouse gas emissions, waste and energy usage.
- / This policy applies to all Vimian employees (“Vimians”).
- / Vimian encourages any partners working with us to systematically reduce negative impacts on the planet including greenhouse gas emissions, waste and energy usage.



Policy guidance

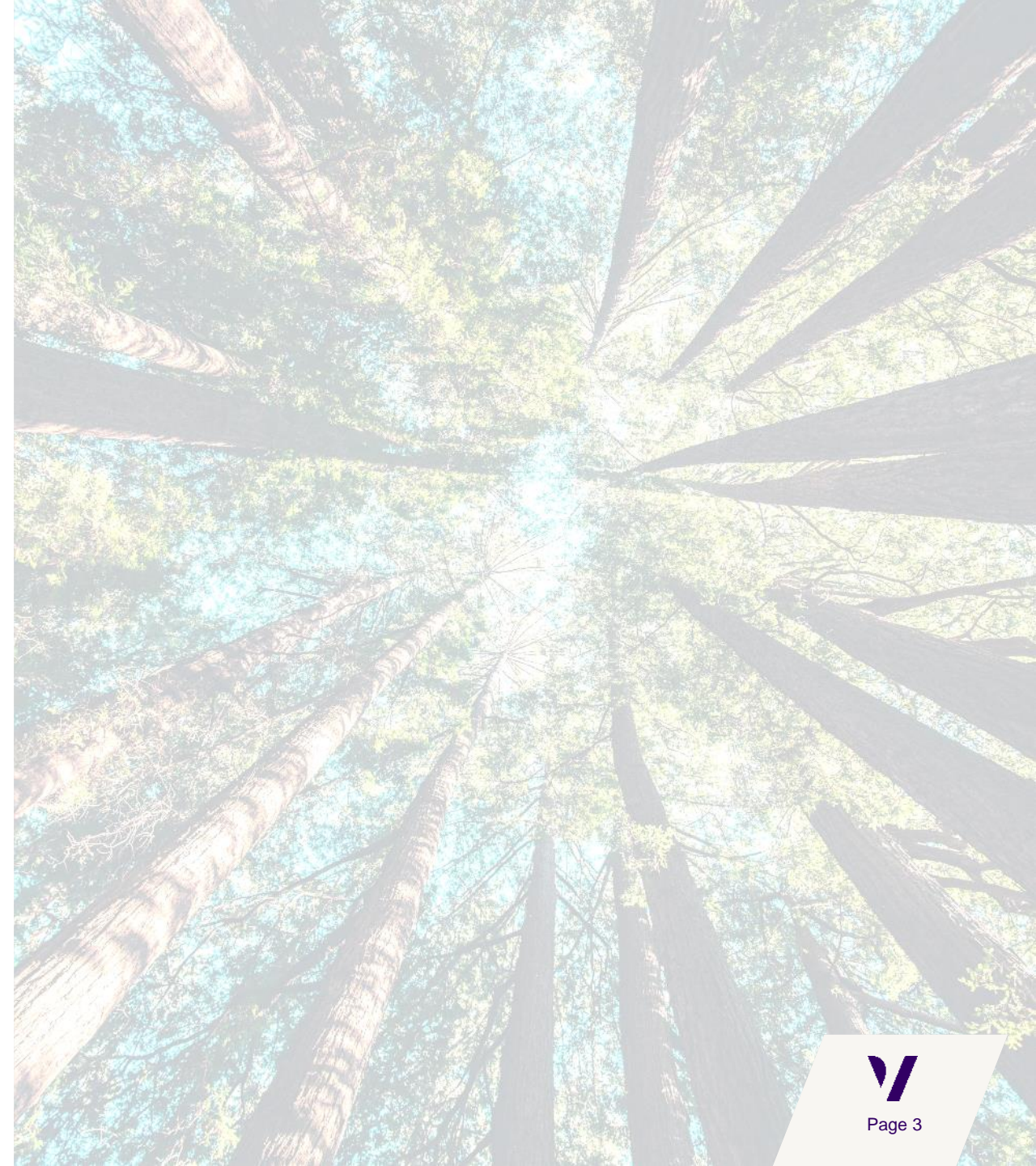
The creation of this policy has been guided by Vimian's sustainability strategy, world leaders in environmental performance and steering (e.g. Denmark's Climate Act, the environmental system standard ISO 26000, and United Nations Sustainable Development Goals) and the topics most commonly covered in corporate sustainability assessments relevant to Vimian.

Vimian's sustainability strategy

Leading standards in environmental performance and steering

Relevant ESG assessments

Vimian's Climate and Environment policy



Ambition and commitment for Vimian's climate and environment agenda

Ambition

Vimian's long-term planet ambition is to transition towards a net-zero climate impact company across the value chain and empower our customers with solutions to do the same. Therefore, Vimian and its segments Nextmune, Movora, Vetfamily and Indical Bioscience are committed to:

Commitment

1

Inspire and lead the animal health industry to make real impact

2

Align and comply with regulations and leading practice

3

Integrate the planet ambition into our strategy and operations

Inspire and lead the animal health industry to make real impact

Climate and environment commitment

1

Inspire and lead the animal health industry to make real impact

1A

Focus on what is material¹ and measure impact

- Identify areas of importance through materiality assessments with stakeholders
- Ensure Vimian works systematically with the globally wide environmental improvements (i.e. reducing carbon emissions, water intake, hazardous material, waste, and improving energy efficiency) focusing on areas that are material and where we can make an impact. Initiatives must have clear priorities and targets that are followed up on.

1B

Make real reductions - don't push the challenge on someone else

- Ensure our efforts take in account that the climate and environmental challenge is a global problem. Therefore, Vimian will ensure that the initiatives taken to reduce negative impact result in real reductions, meaning that Vimian's actions will not simply relocate all negative impacts to other parties unless they are better equipped to handle it (e.g., third party waste management).

1C

Activate the ecosystem – together we can go further

- Encourage partnerships to drive positive change at larger scale with our colleagues, customers, distributors, suppliers, investors, communities and other stakeholders.
- Ensure suppliers and partners operate in an environmentally responsible and efficient manner to minimize adverse impacts on the environment. Read the [Supplier Code of Conduct](#) for further partner guidelines.

1. Materiality refers to activities in Vimian that have **significant** economic, environmental and social impacts, or to activities that are substantively **important** to stakeholders.

Align and comply with regulations and leading practice

Climate and environment commitment

2

Align and comply with regulations and leading practice

2A

Comply with relevant laws and regulations

- Each segments and entities in Vimian is responsible to ensure compliance with all applicable environmental regulations, including obtaining all required environmental permits, licenses, information registrations, and following operational and reporting requirements in the countries where we operate.
- Each segment and entities in Vimian is responsible to appropriately manage, control and treat any waste, emissions or wastewater before releasing any waste into the environment, this includes releases of active pharmaceuticals into the environment.

2B

Align with leading frameworks

- Ensure our efforts to reduce climate impact are increasingly in alignment with the Paris Agreement target of limiting the global temperature rise to 1.5 degrees Celsius.
- Continuously monitor new and updated frameworks supporting leading practice emissions reductions and net-zero targets in line with climate science.



Integrate the planet ambition into our strategy and operations

Climate and environment commitment

3

Integrate the planet ambition into our strategy and operations

3A Assess risk and opportunity

- Assess opportunities and risks related to how our business practices and use of our products affect the climate and the environment, as well as how the climate and environment affect our business and operations.
- Developing strategies and processes to manage such risks or realize identified opportunities.

3B Continuously integrate in our ways of working

- Continuously integrate sustainability as part of our overall strategy and operations.
- Encourage leading practice management systems e.g., ISO standards and environment certifications in our segments and subsidiaries.
- Guide actions and share best practice that support our segments to increase circularity and reduce negative climate and environmental impact e.g.,
 - **Avoid** use of hazardous material as far as practically possible.
 - **Reduce** water intake, greenhouse gas emissions and waste
 - **Improve** energy efficiency
 - **Rethink** packaging and transportation

3C Educate, engage and report

- Establish points of communication in all segments to promote awareness
- Educate and engage our stakeholders in relevant climate and environment initiatives.
- Report yearly on progress on our targets according to global best practice standards.





Vimian’s commitment, targets and KPIs until end of 2023

Commitment and targets for climate and environment impact were set in 2022 after a materiality assessment and group wide sustainability strategy was formulated. The strategy, objectives and targets are published at Vimian’s [website](#) and in the 2021 [annual report](#).

7. Climate change

8. Responsible supply chain

Commitment	Actively measure and mitigate our greenhouse gas emissions and negative impact on the planet throughout the value chain	Actively work to create a more responsible supply chain where we mitigate our environmental impact and safeguard human rights
Actions until end of 2023	<ul style="list-style-type: none"> • Establish and implement climate and environment policy • Establish process and decide system provider to measure emissions in scope 1&2 • Set targets and action plan to reduce emissions in scope 1&2 • Establish capability to measure material scope 3 and start journey towards science-based emission reduction targets • Update climate and environment policy in to guide reduction of scope 1,2 and 3 material commitments (e.g. waste management, purchased goods and services, outbound transportation) 	<ul style="list-style-type: none"> • Establish a Supplier Code of Conduct (SCoC) and a digital self-assessment framework • Ensure sustainability competence among purchasing positions – supporting them to use suppliers with low climate impact and high ethical standards • Ensure that SCoC is signed by all new suppliers and known to established suppliers • Identify high-risk suppliers • Have high-risk suppliers do a self-assessment to identify ESG risks and opportunities. Develop a constructive dialogue to collaboratively eradicate/mitigate identified risks
KPIs	<ul style="list-style-type: none"> • Climate intensity, scope 1&2 tonnes CO2e • Employees informed on climate and environment policy (%) 	<ul style="list-style-type: none"> • New suppliers who have signed or is verified in alignment with Vimian’s SCoC (%) • Vimian employees in purchasing positions trained in SCoC (%) • High risk suppliers that have conducted self-assessment or has been verified in alignment with Vimian’s SCoC (%)

Governance to ensure accountability and relevance across the Vimian Group

Governance

Five main governance functions have been established to ensure that the sustainability strategy (including the Climate and Environment policy) is relevant for Vimian's decentralised group and anchored throughout the entire organization.

1

Signed off by the Board of Directors

In 2022, the board was complemented with an ESG representative. The sustainability strategy is signed off by the Board of Directors on a yearly basis. Progress on sustainability targets are reported during the standing agenda point at each quarterly board meeting.

2

Owned by Executive Management

The overall ambition for Vimian is set at a group level. Targets to reach the ambition are set for each segment with a common way of measuring. The CEO for each segment is accountable to reach their targets and can freely decide how to.

3

Representation across segments

A sustainability sounding board with key representatives from each segment drives the implementation of the ESG strategy and provide insights on each segment's specific needs, risks and opportunities. The sounding board meets on a monthly basis and on a need basis depending on which initiative that is being rolled out.

4

Sustainability/ESG lead

The Head of IR and Communications & Sustainability is part of the Group Executive Management team. In addition, a Group Sustainability Manager centrally support the segments and manage the sustainability agenda, i.e. Seeking input on our ESG practices and performance and reports externally on the ongoing progress of ESG commitments.

5

Steering documents

Anti-bribery and Anti-corruption policy

Code of Conduct

Whistleblowing policy

Supplier Code of Conduct

Equal opportunity policy

M&A ESG due diligence framework

Animal welfare policy

Climate and environment policy



Policy implementation

- / Reviewed by General Counsel 2022Q3
- / Signed off by segment representatives 2022Q3
- / Signed off by the Executive management team on 2022.11.08
- / Approved by the Board of Directors 2022.11.15
- / Shared with all employees per email and townhall 2023Q1
- / Published on website available to all stakeholders 2023Q1
- / Training for all employees offered on a yearly basis
- / Communicated to investors to ensure awareness of policy 2023Q1

Accountability

Every employee is accountable to comply with the policy.

Awareness

Each member of the executive management team shall ensure that his/her organization is aware of the climate and environment policy and its content.

Overall ownership of the policy

The Vimian CEO and the Group Sustainability Manager shall ensure that the policy is relevant and verified by the Board of Directors.

If you wish to discuss our sustainability agenda, contribute with ideas for improvement or have any questions then contact Vimian's Group Sustainability Manager ellen.brostrom@vimian.com. Read more about our sustainability agenda on our website <https://vimian.com/sustainability/>